

Research Article

Evaluating the Effective Factors in Motivating Nurses to Participate in On-the-job Training Courses

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Abstract

Background: On-the-job Training is one of the most useful and economical methods for nurses to keep up with the latest progress in technology, as well as medical and social sciences. Encouraging nurses to improve their knowledge and skills is one of the most important responsibilities of a nursing management. This study aims to evaluate the effective factors in Motivating Nurses to Attend On-the-job Training Courses.

Methods: This is a descriptive-analytical study which is on the basis of existing facts and information about the subject of the study. Our population comprises of 147 qualified nurses working in the hospitals of Torbat Heidariye University of Medical Sciences. Data was collected using questionnaire and analyzed using SPSS 21.

Results: 46.3% of nurses were in 30-40 age group, 54.2% were females, 81.2% were married, 86.4% had B.S. 58.6% of nurses have been working in the hospital for less than 5 years. 87.8% of nurses were working on shifts, and the rest (1.8%) were supervisors. 94% of nurses agreed on the necessity of on-the-job training (moderately or highly required).

Conclusion: we found out that there is no significant relationship between motivating factors and demographic characteristics. Also, there is an important difference between genders and organizational motivating factors. It means that the rate of male nurses' participation in on-the-job training courses is higher than that of female nurses.

Keywords: motivation, nurse, on-the-job training, hospital

Introduction

Ongoing progress and complexity of science have made it necessary for people and organizations to keep up with the pace. It is of critical importance for occupations which deal with people and their health, such as nursery, as they cannot be isolated from social and medical progress. Being segregated for the progressive science and art of nursery would be equal to regress [1]. On-the-job Training is one of the most useful and economical methods for nurses to keep up with the latest progress in technology, as well as medical and social sciences [2]. It teaches trainers to adjust to a different situation to find the best way to deliver their responsibilities. On-the-job training is designed to familiarize trainers with the current conditions and needs of their jobs [3]. Being in close contact with patients, health care team, and society is an intrinsic part of a nurse's job which demands them to keep themselves updated with the latest skills and techniques in the health care domain [4]. In other words, providing high level services by nurses is impossible without on-the-job